

SECTION III: NON-DEFENSE SITES

III.1 Background

The Office of Worker and Community Transition reviews and evaluates work force restructuring plans from all contractor-managed sites throughout the Department of Energy complex. While most of the non-defense sites are smaller than defense nuclear sites, some are also undergoing restructuring because of budget adjustments, changing missions, or business procedures. There are 10 non-defense sites included in this report:

Ames Laboratory (Iowa)
Bettis Atomic Power Laboratory (Pennsylvania)
Fermi National Accelerator Laboratory (Illinois)
Knolls Atomic Power Laboratory (New York)
Lawrence Berkeley National Laboratory (California)
National Renewable Energy Laboratory (Colorado)
Naval Reactors Facility (Idaho)
Princeton Plasma Physics Laboratory (New Jersey)
Stanford Linear Accelerator Center (California)
Strategic Petroleum Reserve (Louisiana and Texas)

III.2 Current Work Force Restructuring

In FY 2001, reduction-in-force separations numbered 75, with 14 being voluntary and 61 involuntary. An additional 704 separations occurred through attrition (Exhibit III.1).

Office of Worker and Community Transition

	Non-Defense Sites	FY 2001				
		Number of Workers	Enhanced Costs	Program Costs	Total Costs	Total Cost/Recip.
1.0	Voluntary Separations	718	\$0	\$338,987	\$338,987	\$472
1.1	Early Retirement	0	\$0	\$0	\$0	\$0
1.2	Non-Retirement Voluntary Separations (Severance Only)	14	\$0	\$338,987	\$338,987	\$24,213
1.3	Attrition	704	n/a	n/a	n/a	n/a
2.0	Involuntary Separations	61	\$0	\$129,512	\$129,512	\$2,123
2.1	With Benefits (Severance Only)	22	\$0	\$129,512	\$129,512	\$5,887
2.1.1	Non-Construction Workers	7	\$0	\$17,255	\$17,255	\$2,465
2.1.2	Construction Workers	15	\$0	\$112,257	\$112,257	\$7,484
2.2	Without Benefits	39	n/a	n/a	n/a	n/a
3.0	Work Force Restructuring Separations and Costs (Lines 1.0 + 2.0)	779	\$0	\$468,499	\$468,499	\$601
4.0	Remaining Affected Workers	54	\$0	\$0	\$0	\$0
4.1	Workers Placed Internally Without Retraining	54	n/a	n/a	n/a	n/a
4.2	Workers Placed Internally Through Retraining Programs	0	\$0	\$0	\$0	\$0
4.3	Workers Transferred to Other Sites	0	n/a	n/a	n/a	n/a
5.0	Other Benefits Provided	n/a	\$0	\$173,195	\$173,195	n/a
5.1	Displaced Worker Medical Benefits	88	\$0	\$171,445	\$171,445	\$1,948
5.2	Relocation Assistance	0	\$0	\$0	\$0	\$0
5.3	Separating or Separated Workers Using Outplacement	1	\$0	\$1,750	\$1,750	\$1,750
5.4	Education Assistance for Separated Workers	0	\$0	\$0	\$0	\$0
6.0	Total Costs for Fiscal Year 2001	n/a	\$0	\$641,694	\$641,694	n/a
7.0	Work Force Restructuring Separations (Average Cost) ¹	779	n/a	n/a	n/a	\$759
8.0	Non-Retirement Voluntary Separations (All Benefits) ¹	14	n/a	n/a	n/a	\$27,618
9.0	Involuntary Separations (All Benefits) ¹	22	n/a	n/a	n/a	\$9,292

¹ Includes historical average cost of other benefits per recipient.

Exhibit III.1 Non-Defense Sites Work Force Restructuring Summary

Separations Due to Outsourcing in FY 2001: 0

Rehires in FY 2001: 125

Preference-in-Hiring Placements in FY 2001: 0

III.3 Costs and Cost Savings

The total work force restructuring cost incurred in FY 2001 was \$641,694. The estimated fully-burdened cost per non-retirement voluntary separation was \$27,618 and \$9,292 per involuntary separation (Exhibit III.1). The estimated savings in salary and benefits for the 75 reduction-in-force separations are \$6 million.